

THE HIGHWAY

VOLUME 1 — NO. 1



AUGUST, 1942

OUR BOYS IN THE SERVICE

Elsewhere in this issue there appears a list of the State Highway Department employees now in the Armed Forces. We are proud of these men and the sacrifices they are making. Each is playing his part in America's fight for liberty. Together they form what we are proud to call "THE HIGHWAY HONOR ROLL."

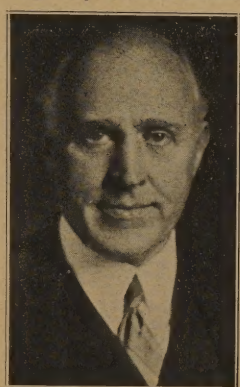
We, who are still at home, owe these men something — something we can never repay. We can however sit down and write one or more of them a letter. We can tell them we miss them and send them some news. Remember, no matter where they are, they will be glad to hear from you. Why not do it today!

Comm. Miller Extends Best Wishes

The publication of THE HIGHWAY by the employees of the State Highway Department for the information of the employees is an event of first importance. THE HIGHWAY will provide a medium in which the policies of the Department can be communicated to every member of the Department as formulated together with an explanation of such policies. It will afford, in the second place, an opportunity for each employee to feel that he is an essential part of a great department of the State Government which is performing a vital service in the nation's war effort today and the state's peace efforts tomorrow. Thirdly, it should greatly enhance the spirit of teamwork by giving to each employee an appreciation of the work of his fellows in the Department.

The State Highway Department enjoys the reputation of having built one of the greatest highway systems in the land. This is a vast network of main and secondary roads which represent a capital investment of \$346,000,000. But the Highway Department has done more than build roads. It has provided an opportunity for a group of highly skilled engineers and laborers, clerks and laboratory technicians, to cooperate together in rendering a unique public service to the people of New Jersey. It

Highway Commissioner



SPENCER MILLER, JR.

is a Department in which men and women have not only made a living for themselves and families, but have made interesting lives.

We want, in this state, to continue to build good roads, but we want also to build good men. We want to make the Department proud of its employees and the employees proud to belong to the Department. THE HIGHWAY can help to carry that message. We wish its editors a full measure of success in their worthwhile adventure.

SPENCER MILLER, Jr.,
State Highway Commissioner

HIGHWAY SERVICE FLAG UNVEILED

Impressive Ceremony Marks Dedication

At an impressive noon-hour ceremony on Wednesday, July 22 the State Highway Service Flag was unveiled in the Commission Room at the State House Annex. In the presence of two hundred or more employees of the Trenton office and Fernwood, Commissioner Miller undraped the large flag, in whose center panel were 186 blue stars, symbolic of the number of Highway employees now in the Armed Forces of the United States.

In speaking of the services these men were rendering to their country, Commissioner Miller said, "They have gone forth to their greatest obligation, namely, the defense of their country against a foreign foe. We, who remain at home, have a responsibility to these men of keeping in trust the high standard that they would have us maintain. This Service Flag should serve as a constant reminder to all of us of our obligations as citizens and members of this Department to carry on efficiently, cheerfully and loyally until victory is won."

Following his address, Commissioner Miller presented the Reverend Samuel H. Lowther, of the Trinity Cathedral, who offered prayer for the safekeeping of all who had entered the Service.

Included in the exercises was the singing of the Star Spangled Banner and America by the entire assemblage and bugle calls by Chester A. Hills of the Annex

staff. Music for the occasion was furnished by the popular Fernwood instrumental quartet of Adolph De Remigis, George Kutich, Al Getz and Donald Torini. Jack Rockford led the singing.

The Highway Service Flag will hang in the Commission Room permanently. The next time you are in the Trenton office be sure you see it.

Wanted Contributing Editors

Future editions of the HIGHWAY will depend for interest upon news items and pictures dealing with Divisional and individual happenings. Therefore if you want YOUR news in this paper send it in.

Contributing Editors should represent each division in the Highway Department and through them reports will be sent to the paper. The space you get in forthcoming issues will largely depend upon the news you send in. Get together and nominate a man to represent your Division and see that he is supplied with stories and pictures from time to time. He will be your Contributing Editor and will be listed as such. Now is the time to act, because the next deadline is not too far off.

HERE'S YOUR NEW PAPER

With this, the inaugural issue of THE HIGHWAY, a program is being instituted—a program that has for its goal a better relationship between employer and employee; a more cordial understanding of the problems of one group by another; the promotion of the type of teamwork that will enable the Highway Department to become an organization in which all of us will share a justifiable pride.

The fostering of such a program requires more than printer's ink and paper. It requires the whole-hearted support of every employee within this great Department. Its success depends upon the cooperation of every individual and group within its complex makeup.

If you believe in such a program, if you accept as fact the mutual benefits to be derived therefrom, your cooperation will be forthcoming and its success will be assured.

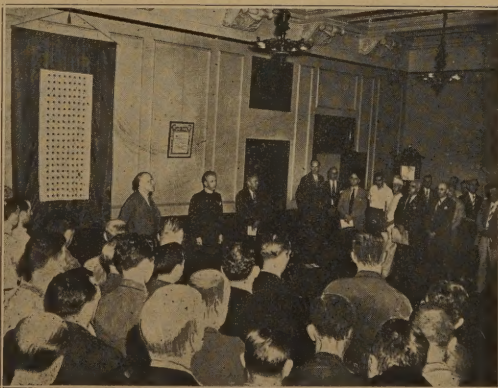
As for the role to be played by THE HIGHWAY, its columns shall always be devoted to the worthwhile activities of all, be he great or small. THE HIGHWAY is YOUR paper. Its news items are YOUR news items, for along every roadside, in every office, wherever men are working, there is a story the rest of us would like to read. It may be the story of success through conscientious application to duty. It may be the story of an individual or group, of fine work that has passed unnoticed. Perhaps if told it would serve as an incentive to others. THE HIGHWAY will be glad to tell it.

But this is not all THE HIGHWAY will print. Within its pages will appear pertinent news of Highway Department events; Civil Service news effecting Highway employees; stories covering the construction and maintenance work of the Department; items dealing with employee activities; news of our boys in the armed forces; news from the various Divisions and plenty of pictures.

To cover such a field comprehensively will require news leads and stories from every section of the state. In this, each of you can lend a hand sending to the editor of THE HIGHWAY any news that comes to your attention. Not all of it can be used in any one issue, but remember that there will be a lot of space in forthcoming issues.

Like any fledgling, THE HIGHWAY must creep before it walks. Therefore, you may also lend a helping hand by sending in constructive criticism and suggestions. In other words, if you like THE HIGHWAY, let us know; if not, tell us why. Upon your encouragement and cooperation depends much. There is a big job to do. Let us all roll up our sleeves and give a hand.

SERVICE FLAG CEREMONY



Part of the assemblage that attended the Service Flag dedication is here shown listening to the address by Commissioner Miller. Standing beside the Commissioner are Rev. Samuel Lowther and A. Lee Grover. Identifiable in the picture are Ken Rice, Alex Muir, Fred Hunter, E. V. Connett, Ray Sherbaum, Carman Davis, Charlie Fearnley, Edward Engelman and Arthur Egan.

Governor Edison Sends Greetings

I am indeed happy to know that the Highway Department has decided to establish a newspaper to be devoted to matters pertaining to highway activities and personnel.

I look upon this as another manifestation upon the part of Commissioner Spencer Miller, Jr., to revitalize our Highway Department along efficient and progressive lines.

Such a paper should develop into a valuable adjunct of the Highway Department. It should prove interesting and beneficial to all employees.

Through the medium of this first issue of "The Highway," I extend to all of the employees of the Highway Department my heartiest and best wishes.

May this newspaper do its part towards the realization of better government throughout the Garden State.

CHARLES EDISON,
Governor

Good News For Hourly Men

To Get New Benefits from Sick Leave

Remainder hourly employees of the Highway Department will be paid full pay for the first seven days of absence caused by injuries incurred in line of duty as a result of a new order issued by me on July 7th," states Commissioner Spencer Miller, Jr.

Heretofore, hourly men were paid in accordance with the provisions of the N. J. Workmen's Compensation Act. This Act provided no compensation during the first seven days of an absence required by injury sustained in line of duty. That practice resulted in considerable hardship for these employees, who being in the low income group, could ill-afford to lose a week's pay.

Commissioner Miller, exercising the discretion permitted him by law, ordered that these men be paid for any loss of time up to and including the full seven day waiting period. This payment will be permitted from the employee's accumulated sick leave. Sick leave accumulations, under the terms of the Order will now be calculated from the date of each man's original employment upon a permanent basis by the Department. This assures adequate and equitable sick leave rights for old, faithful employees of the Department, some of whom have been employed continuously for over twenty years.

Abuses of the sick leave rights are guarded against by providing for the furnishing of certificates by reputable attending physicians upon forms prepared by the Department.

NICE GOING

The first reports issued in connection with the State Highway Department drive to conserve gasoline and rubber showed that equipment owned by the department traveled a total of 144,950 miles less in June 1942 than in the same month of 1941.

THE HIGHWAY

Published by the New Jersey State Highway Dept.
In the Interests of Its Employees.

W. CARMAN DAVIS, Editor

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Telephone: Trenton 2-2131 extension 573

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News From the Boys in the Service

From Camp Allen, in Norfolk, Va., Carpenters Mate Ollie Deakin, of the Landscape Div., writes as follows: Dear Commissioner Miller: I want to take this opportunity to thank you for your kind letter of June 13th in which you so heartily wished me good luck and congratulations upon my entrance into the United States Navy. . . . We all expect to be shipped to some distant point to construct an advance naval base within the next two months. . . . I was sorry I didn't have the pleasure of meeting you before I was called to active duty. . . . I will look forward to this pleasure when I return. . . . And from Port Hueme Naval Base, California, Warrant Officer John Timmons, of the Central Construction Div., writes: Dear Harry (H. D. Robbins). We arrived in California yesterday morning. . . . The trip was really a honey. We were on the train five days, hitting Cincinnati, St. Louis, El Paso, Phoenix and finally Los Angeles. They certainly treated us fine. . . . Here's wishing you luck and the kindest regards to everyone.

Captain Carl Teegan of the Construction Div., writes from Camp Clairborn, Louisiana: Hot as blazes during the day but still cool at night. Working like the dickens from daybreak until after dark. Expect to leave here in a few days. . . . no one knows. Hope it is nearer to Jersey. . . . Regards to the gang.

First Class Private Joseph Norton of the Administration Div. writes to say that he has "made application for the Air Corps Administration Officers' Training" with the idea of gaining valuable experience and training. Joe is at present stationed at Fort Dix and is looking forward to receiving his first furlough in the near future.

The Construction Division will be glad to hear that it is Sgt. Joseph DeFuglio now. In a recent letter from Keesler Field, Mississippi, Joe writes: "I was appointed Chief Court Reporter. I don't know why, but I was. One of my reporters, an enlisted man, is a former world's champion typist and an experienced court reporter who earned in civilian life around \$10,000.00 a year. . . . and me, a \$1,620.00 a year man telling him what to do. . . . no justice. But we cooperate and get along very well."

From 2nd Lieut. George J. McCann at Camp Clairborn, Louisiana, we hear that he "was ordered here for duty immediately with the 334 Engineers. . . . all other boys from the Highway are in the 349th and we usually meet at the officer's club here on Saturday nights. It has been a steady grind here for both officers and troops. . . . study program the next day. . . . but we are in this war to win and the sooner we get that over with the sooner I can get back. . . ."

ONE BUCK...



One Buck out of Every Ten you earn should be going into U.S. War Bonds & Stamps!

U. S. Treasury Department

Connett Career One of Interest

Eugene V. Connett, Assistant to the Commissioner has done a lot of different things well. That you may know him better, THE HIGHWAY is glad to touch briefly upon some of the highlights of his interesting career. . . . Mr. Connett graduated from Princeton, where he played on a championship ice hockey team, in 1912 and immediately entered the employ of a New Jersey hat manufacturer as an office boy. In the course of a few years he became superintendent of the Newark plant, and later was transferred in a similar capacity to the Orange plant of the same company. He later was promoted to Vice President and General Manager. For a number of years he was in charge of personnel.



EUGENE V. CONNETT

In 1926, Mr. Connett entered the printing business as a salesman, once again to become Vice President of the concern for whom he worked. This time within two years.

Having learned a thing or two about printing, he embarked in the publishing business for himself in 1928. There he remained until Commissioner Miller summoned him to duty with the Highway Department.

An ardent sportsman, Mr. Connett has long been looked upon as an authority on hunting, fishing and yachting, having written five books and scores of articles on his favorite sports. He has twice been President of the N. J. Fish and Game Conservation League and the Anglers' Club of New York; Commodore of the Belpoint Bay Yacht Club and President of the Broadhead Fly Fishers Club of Pennsylvania.

A veteran of the last war, Mr. Connett was an Associate Editor of THE SPORTSMAN MAGAZINE and COUNTRY LIFE as well as having the unusual distinction of being rated 114th among the world's Salon Exhibition photographers in 1940. When asked to name the most interesting of all his varied activities, Mr. Connett replied, "My present job with the Highway Department."

A FRIENDLY TIP

Go make your garden, fair as you can,
For you never work alone,
Perchance he whose plot is next to yours,
May see it and mend his own.

H. D. R.

Are you a member of a Civilian Defense organization? If not, WHY NOT?

Highway Honor Roll

The following employees of the Highway Department are now in the Armed Forces of the United States. Because of the continual movement of troops, it is impossible to give their addresses.

New Jersey State Highway Department Employees in the Service

Administration:

Abbott, Ransford J. . . . Navy
Kenney, William G. . . . Navy
Kennedy, Cornelius B. . . . Marines
Kownacki, John J. . . . Navy
Mountford, John M. . . . Army
Norton, Joseph M. . . . Air Corps
Smith, John M. . . . Army
Yager, Robert J. . . . Army

Construction:

Angster, Lloyd E. . . . Army
Ayers, Ernest L. . . . Army
Baragona, Joseph . . . Army
Beck, William F. . . . Army
Blake, Harold . . . Army
Bolt, Everard L. . . . Army
Cass, Edward A. . . . Army
Collins, George J. . . . Navy
Cook, Alvan R., Jr. . . . Army
Cook, Christopher J. . . . Army
Cress, Anthony V. . . . Army
Crawford, Ronald . . . Army
Dallas, William B. . . . Navy
DeFuglio, Joseph J. . . . Air Corps
Dell, Oliver . . . Army
Dougherty, Richard G. . . . Army
Ehrenfeld, Harry . . . Navy
Filippone, Edward A. . . . Army
Fisher, Henry T. . . . Army
Flynn, James R. . . . Army
Forrest, Edward L. . . . Army
Gardner, Joseph . . . Army
Giordano, Michael J. . . . Army
Haight, Robert B. . . . Army
Holland, Allen B. . . . Army
Hulse, John H. . . . Navy
Hurley, Charles A. . . . Army
Kenyon, Charles W. . . . Army
Kosloski, Joseph . . . Army
Newman, Robert C. . . . Air Corps
Oelkers, Albert L. . . . Army
Patton, George W. . . . Army
Seiberg, Morris . . . Army
Simpson, Raymond . . . Army
Solokoff, Ephraim . . . Army
Smith, Frederick J. . . . Army
Stenson, Charles M. . . . Army
Stokes, Benjamin F. . . . Army
Tallon, William P., Jr. . . . Army
Teegen, Carl . . . Army
Timmons, John J. . . . Navy
VanBlarcom, Archibald . . . Army
Walsh, Edmund C., Jr. . . . Air Corps
Wilcox, Robert H. . . . Army

Electrical:

Allen, David . . . Army
Clarifast, Charles A. . . . Army
Connolly, Bernard . . . Army
DeFuglio, Louis J. . . . Army
Greenman, Joseph W. . . . Army
Kerwin, William J. . . . Army
Levine, Shike . . . Army
Lynch, Albert . . . Army
McLaughlin, Robert . . . Army
Mullrain, Chris . . . Air Corps
Raymond, Edward S. . . . Army
Riley, Joseph . . . Army
Rodgers, Jesse . . . Army
Simcoe, Paul . . . Air Corps
Taylor, John J. . . . Army

Equipment:

Baytel, Albert . . . Army
Boulden, John F. . . . Army
Brasili, Reynold . . . Army
Emmons, Kenneth . . . Army
Long, Stokes S. . . . Army

Laboratory:

Lynn, Custer L. . . . Army
Toft, Robert A. . . . Navy

Maintenance:

Armstrong, Hugh . . . Army
Babcock, Roy . . . Army
Baker, Roy . . . Army
Bennett, Louis . . . Army
Berz, Charles . . . Army
Bruthers, James . . . Army
Bruthers, John R. . . . Air Corps
Buckalew, Earl . . . Army
Burger, Valentine J. . . . Army
Cabrelli, Emil . . . Army
Cascavilla, Phil J. . . . Marines
Cassimora, Walter . . . Army
Cattano, Andrew J. . . . Army
Citta, Tony . . . Army
Claffey, John P. . . . Army
Clymer, Ralph . . . Air Corps
Cole, Edward J. . . . Army
Coles, Edgar . . . Army
Conine, Arnold L. . . . Army
Cooper, Clarence . . . Army
Cortese, Benjamin, Jr. . . . Army
Crescenzo, Louis . . . Army
Cucinatta, Anthony . . . Air Corps
Cutter, Nick . . . Army
Davison, Kenneth . . . Army
Deakin, Oliver A. . . . Navy
Decker, Peter . . . Army
DeTullo, Peter . . . Army
Dickinson, Charles V. . . . Army
Dis, William . . . Army
Dragon, Michael . . . Army
Elliott, William . . . Army
Fedor, Joseph . . . Army
Fish, Kenneth . . . Army
Fox, James J. . . . Army
Gallavan, James . . . Army
Garrettson, Alden . . . Army
Garrison, William . . . Army
Gilbert, Charles L. . . . Army
Goduto, Philip . . . Air Corps
Hale, Robert P. . . . Army
Hartman, Erwin W. . . . Army
Hill, Raymond . . . Army
Hilborn, Earl . . . Army
Hosland, Howard . . . Army
Horner, Norman G. . . . Army
Inzetta, James . . . Air Corps
Mankus, Ernest . . . Army
Karan, Frank E., Jr. . . . Army
Keller, John . . . Army
Kimble, Lawrence . . . Army
Krisman, Herman . . . Army
Lacheneauer, Charles . . . Army
Long, John . . . Army
Lukens, William H. . . . Navy
Mannifield, John, Jr. . . . Army
Mastanardy, Ciro . . . Army
McCann, George . . . Army
McGinnis, Charles J. . . . Army

(Continued on Page 3)

Highway Department Civil Service News

Results of Examinations

Foreman, Highway Lighting, Installation and Maintenance

(PROMOTION EXAMINATION)

1. George Goldy, Yardville, 83.06;
2. Lawrence Brice (V), West Belmar, 80.83; 3. William Hudson, Trenton, 77.35;
4. Abraham Reynolds, Freehold, 77.35;
5. Richard Goldy, Trenton, 76.88; 6. George McGinnis, Jr., Trenton, 76.86; 7. Richard Hassall, Trenton, 75.38; 8. Frank Walsh (V), Trenton, 73.79; 9. Walter Schuetz, Jersey Homesteads, 73.13; 10. Stephen Burrows, Denville, 72.94; 11. Alvin Rosetti, Trenton, 72.79; 12. Michael Scarpon (V), Raritan, 70.23.

Test held January 16; applications, 13; examined, 13; failed, 1.

Senior Civil Engineer

(PROMOTION EXAMINATION)

1. Harry Fowler, Trenton, 79.33; 2. Earl Hazy, Camden, 77.34; 3. Herbert Engleishman, Hawthorne, 74.34; 4. Raymond Weatherly, Glendora, 74.55; 5. Edgar Corson, Marmora, 74.16; 6. Charles Van Antwerpen, Wyckoff, 73.59; 7. Manfred Westerman (V), North Plainfield, 73.25; 8. William Paul, Barnegat City, 73.12; 9. Harold Lane, Newark, 73.06; 10. Alfred Grunwald, Haddonfield, 72.73; 11. Lawrence Kavanaugh, Teaneck, 72.56; 12. Michael Bosz, Trenton, 72.36; 13. Austin Schenck, Ridgely, 72.30; 14. George Conover, Highland Park, 72.05; 15. Peter Jensen, Perth Amboy, 71.61; 16. David Wiseman, Merchantville, 71.61; 17. John Matcetti, Freehold, 71.49; 18. George Parker, Collingswood, 71.32; 19. Joseph Saveth, Burlington, 71.23; 20. Carl Borton, Jr. (V), East Orange, 71; 21. Archibald Van Blarcom, Paterson, 70.36; 22. Benjamin Armstrong (V), Trenton, 70.26; 23. Edward McMahon, Linden, 70.23.

Test held November 21; applications, 87; examined, 66; failed, 43; failed to appear, 1.

Senior Draftsman

1. Ralph Davis, Trenton, 83.63; 2. William Hurley, Merchantville, 83.60; 3. Oliver Losier, Trenton, 78.75; 4. John De Lucia, Trenton, 78.08; 5. Wilber Van Noy, Titusville, 77.36; 6. William Goodwin, Trenton, 75.58; 7. William Bole, Jr., Trenton, 75.33; 8. Harry Ehrenfeld, Flemington, 75.13; 9. Ephraim Solokoff, Jersey City, 75.06; 10. Robert Wilcox, Long Branch, 74.88; 11. James Lennon, Camden, 74.39; 12. Henry Seppach, Trenton, 73.83; 13. Henry Thomas, Collingswood, 72.95; 14. Thomas Kerwin, Jr., Newark, 72.95; 15. Manning Gelband, Irvington, 72.53; 16. Kyle Totten, Flemington, 72.48; 17. Norwood Skinner, Trenton, 72.23; 18. Frank Schmidt, Trenton, 71.38; 19. Joseph Janacek, Cranbury, 71.13; 20. Andrew Byrne, East Orange, 71.10; 21. Irving Matten, Newark, 70.38; 22. Fred Marinaro, East Orange, 70.15; 23. Arie Zwart, Jr., Stockholm, 70.13; 24. James Flynn, Merchantville, 70.03.

Test held November 21; applications, 46; examined, 44; failed, 20; failed to appear, 2.

Foreman, Signal Installation and Maintenance, Electrical Division

(PROMOTION EXAMINATION)

1. George Goldy, Yardville, 87.80; 2. James Hays (V), Trenton, 87.06; 3. William Widmann, Trenton, 83.10; 4. Richard Goldy, Trenton, 80.60; 5. Courtney Raymond, Majawan, 79.99; 6. William Hudson, Trenton, 77.21; 7. George McGinnis, Jr., Trenton, 74.02; 8. Frank Walsh (V), Trenton, 70.14.

Test held February 9; applications, 15; examined, 14; failed, 6; failed to appear, 1.

Junior Civil Engineer

1. Robert Penchev, Englewood Cliffs, 81.44; 2. Edward Kelly, Jersey City, 74.03; 3. Joseph D'Agostine, Newark, 72.08; 4. Charles Brown, Jr., Trenton, 71.82; 5. Alfred Hartman, Trenton, 71.80; 6. Ernest Ayers, Branchville, 70.42; 7. Edgar Brenfield, Trenton, 70.38; 8. William Ehrenfeld, Jr., Flemington, 70.30; 9. Edmund Brewer, Blackwood, 70.23; 10. Ernest Ayers, Branchville, 70.23; 11. Vernon McGrath, Fair Haven, 70.10; 12. William Chamberlain, Eatontown, 70.05.

Test held November 21; applications, 45; examined, 33; failed, 21; failed to appear, 12.

Garage Attendant

(PROMOTION EXAMINATION)

1. Frank Scheidnager, Trenton, 91.15; 2. William Moran (V), Trenton, 90; 3. Mathias Matzer, Trenton, 90; 4. Clifford Horner, Trenton, 90; 5. John Seaman, Trenton, 88.70; 6. Patsy Antonio, Newark, 87.88; 7. John Megules, Trenton, 87.50; 8. John Mannifield, Trenton, 87.50; 9. George MacGregor, Winslow, 87.25; 10. Martin Egan, Sr., Trenton, 86.93; 11. Edward Picciano, North Bergen, 85.17; 12. William Fronley, Yardville, 82.59; 13. Charles Jones, Jr., Titusville, 82.53; 14. William Grop, Trenton, 82.50; 15. Thomas Ettenger, Trenton, 82.05; 16. James Rowley, Lambertville, 81.25; 17. Nelson Halbauer, Barrington, 80.59; 18. Carl Johnson, Merchantville, 80.54; 19. John Plumeri, Trenton, 80; 20. Clayton Nixon, Woodstown, 79.91.

21. Henry Gahr, Jersey City, 79.65; 22. Andrew Hawthorne, Elizabeth, 79.60; 23. Arcangelo Massa, Cranford, 79.18; 24. John McEwan, Trenton, 77.42; 25. William Mellor, Trenton, 76.27; 26. Richard Hennis, Millville, 76.26; 27. Louis Arman, Tuckahoe, 70.26.

Salary: test held June 1; applications, 30; examined, 28; failed, 1; failed to appear, 2.

CERTIFICATIONS

Senior Clerk-Stenographer;

Joseph Burley, Elizabeth, 82.673; John Varga, Trenton, 75.775; Theodore Belgot, Trenton, 74.525; John Ryan, Trenton, 73.616.

Senior Clerk-Stenographer; promotion examination;

Ruth Harrison, Crosswicks, 79.88; Mar-

(Continued on Page 3)

OFFICERS OF EQUIPMENT EMPLOYEES' ASSN.



At the regular meeting of the Employees' Association of the Equipment Division held Tuesday evening, July 7th, 1942, the members voted unanimously to go on record as giving their whole-hearted support and cooperation to both Commissioner Miller and his assistant, Mr. E. V. Connett in all matters that pertain to the operation of the department and the welfare of all employees. Shown above, left to right are, 1st row: John Gleekman, president; Edward J. Tole, vice-president; 2nd row: Arthur Lutz, treasurer, Charles Mernan, secretary.

JUST BEFORE THE BATTLE



The noonday meal on the access road job at Bayonne is a hurry-up affair. Far more important than sandwiches is the ever fascinating game of horseshoes which takes place every lunch hour. Nothing short of a cloudburst will prevent John Youngmenn, Dick Waugh, Larry Kavanaugh and Charlie Spence ably abetted by Jim Mulhern and Eddie Young from enjoying this favorite pastime.

Many friendly contests have been waged in recent weeks with all the determination of a real battle but the actual crowning of a champion is still in the offing. But whether a champion emerges or not, the boys are relaxing in their off moments and getting a real kick out of their competition. Not only that but ringers have become so commonplace that without the ability of an expert there is small chance of winning in this company.

Maybe the friendly rivalry of the Bayonne contingent would be a good thing to have throughout the Department. After all a set of quoits or horseshoes is a small investment to make considering the results.

CIVIL SERVICE NEWS

(Continued from Page 2)

garet Anderson, Burlington, 77.46; Florence Marks, Trenton, 75.26.

Mechanic; promotion examination; 8 vacancies;

Armand Innocenzi, Trenton, 84.03; John Snyder, Trenton, 82.85; Misha Sidoroff, Ssa Girt, 82.76; Whitney Norton, Trenton, 81.40; Armin Schleiter, Jr., Trenton, 81.11; Leonard Liebh, Trenton, 79.31; George Walters, Washington Crossing, 77.31; Angelo Manze, Trenton, 75.55.

Clerk-Typist;

Arreta Miller, Jersey City, 80.519; Mary Henderson, Trenton, 78.250; Josephine Russo, Trenton, 78.124; Ethel Pollock, Trenton, 77.279; Mary Kernan, Trenton, 77.205; Claire Cox, Trenton, 77.048.

Clerk-Stenographer;

Julia Berman, Trenton, 82.142; Evelyn Green, Trenton, 80.750; Rosalyn Kaminswiz, Trenton, 80.513; Margaret Brown, Trenton, 80.085; Anna Schreck, Pennington, 80.089; Ethelmae Snook, Trenton, 79.024.

Junior Clerk;

Morris Aronowitz, Trenton, 77.486; George Woolsey, Trenton, 75.382; Harold Welsh, Trenton, 74.654.

JUST A REMINDER

Don't forget that THE HIGHWAY needs your support. To make it a success you have got to do more than read it. You must help it along with news and photographs. The next issue may be the one in which your story will appear. But if you don't send it in, don't be disappointed.

"Keep 'em Flying" by buying United States Stamps and War Bonds. Uncle Sam needs your HELP.

BEHIND THE CAGE AGAIN



Amid a host of well-wishers and baskets of flowers Jimmy O'Rourke returned to the Fernwood stock room on July 13th. From left to right rear row are: André Petitot; Angelo DeBlazio, Henry Brackel, Grover Rhodes, Jim O'Rourke, Jim Corby, Russ Cook, Frank Palmer, Saxon Wykoff and Leon Crusk. Front row: George Visokay, Louis Virok, Joe Thiel, Joe Battista and Marion Blakely.

Your Sick Leave

WHAT IS MEANS TO EVERY EMPLOYEE

The hourly employees of the Maintenance, Equipment and Electrical Division of the State Highway Department have recently been granted the full benefits of annual vacation and sick leave with pay, a privilege that has long been enjoyed by our salaried employees. Perhaps because these benefits are newly acquired and their true value not yet thoroughly appreciated, there have been recorded many instances where they were violated in spirit as well as in principle. These abuses of the sick leave privilege fortunately have been confined to relatively few of our employees. Nevertheless by their actions this minority are endangering the future benefits of the large majority who regard their sick leave with pay as a most valuable form of insurance both to themselves and their families.

Many Violations

A survey of the records of Highway Department before and after the date when sick leave was granted to hourly men, shows that since receiving this benefit the time lost through illness has more than doubled. Allowing for the fact that prior to this date many men worked when they felt ill rather than lose their pay, this single factor in itself cannot account for the great increase in time lost. Rather, it seems, there is a growing tendency to remain away from work at the slightest pretext and in many instances for no valid reason at all. Continued abuse on the part of a small number of men, who take advantage of the liberal provisions of the Sick Leave Law, can only result in the drastic curtailment of these benefits. Already one bill has been introduced in the legislature which would limit the total amount of sick leave to seventy-five days. Other curtailment measures might well follow if employees themselves fail to realize the dangers that lie in misuse of these hard won benefits.

Employees Can Help

The power to correct this condition lies largely with the men themselves. You know who is taking unfair advantage of sick leave and you further know that those who do so are endangering to a large degree the security of every employee and his family. Advice and education to those among you who are not playing fair with you and your department may bring about the desired results. Get together and see if you, the employee, cannot remedy this condition.

For the purpose of explaining to all employees the real facts regarding sick leave, let us put the following discussion in the form of question and answers.

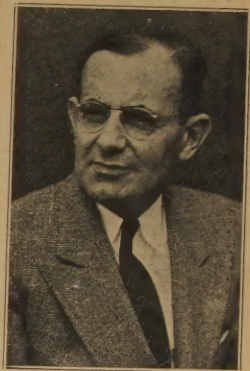
- Q. What is sick leave?
- A. Sick leave as defined by law is "absence from post of duty of an employee because of illness, accident, exposure to contagious disease, attendance upon a member of the employee's immediate family seriously ill requiring the care or attendance of such employee, or absence caused by death in the immediate family of such employee."
- Q. To how much sick leave is an employee of the State Highway Department entitled?
- A. The amount of sick leave to which an employee is entitled is as follows: "One working day's sick leave with pay for each month of service from the date of regular appointment up to and including December 31st next following such date of appointment and fifteen days sick leave with pay for each calendar year thereafter."
- Q. Does that mean that after the first year I am entitled to fifteen days sick leave each year?
- A. Yes.
- Q. What happens to the sick leave I don't take?
- A. Your sick leave account is similar to a savings account in a bank. The sick leave you don't use is actually sick leave that you are saving and it is credited to your account. Therefore, the more sick leave you save each year the larger this accumulated total becomes.
- Q. Will I be able to get this accumulated sick leave in the future if I am laid up for a long time by illness.
- A. Yes, that is the real purpose of sick leave. There are, at the present time, several old em-

ployees of the Department who are seriously ill and who will not be able to work for several months. These men are getting their pay checks regularly and will continue to get them as long as their accumulated sick leave lasts unless continued violations of this law by a few employees results in reduced benefits for all.

- Q. How much sick leave can be accumulated in this manner?
- A. The only limit is the amount you are able to save by taking off only such time as is absolutely necessary.
- Q. What is meant by absolutely necessary?
- A. Each man can answer this question for himself. Look at it this way. Suppose that you are an employer and have a number of men working for you. Let us further assume that you grant to these men the benefits of sick leave with pay. Therefore, when one of these men is off for a day or more you are going to pay him out of your pocket just as if he had worked full time. Under these conditions what would you, the employer, consider "absolutely necessary?" Would your attitude toward sick leave be the same as it is now? If not, check over in your own mind and see if you are being as fair with your employer, the State Highway Department, as you would want your men to be with you. If not, why not?
- Q. Suppose that I am off sick but do not call in a doctor. Perhaps I am in bed only for a day or two with a heavy cold, must I present a doctor's certificate to my foreman when I return to work?
- A. The Civil Service Commission has ruled that no doctor's certificate is necessary unless the employee is absent from duty for more than three days unless that employee has had a total of more than ten days in all during that year. An absence from work of more than three days requires a doctor's certificate.
- Q. If I should take off one day but that day brought my total of days off that year to more than ten for that year, would a certificate be necessary?
- A. Yes. The sick leave law is aimed at benefiting the employee. It is a guarantee to him that he gets protection when he is unable to work because of illness. It is not, however, the intention of the law to cover up the slacker who feigns illness. Therefore, it is assumed that a man who periodically takes time off is in need of medical attention and should avail himself of such.
- Q. Is the sick leave law a permanent law or can it be repealed or changed?
- A. The sick leave law is permanent only so long as employees protect it by honest dealings. As stated previously, efforts have already been made to change it because of the abuses of a comparatively few men. Continued abuses most certainly will result in drastically reduced benefits of every case of reported illness. This law is largely the result of years of effort on the part of the employees. Each of you can well remember when a day off meant the loss of a day's pay. In other words you now have something that demands the wholehearted support of every man... something that is worth preserving. Every violation of this law endangers the protection that you and your family are now receiving. This is something worth remembering. Sick leave is insurance. Use it wisely.
- Be sure to put some of every pay check into War Bonds and Stamps.

DON'T SPREAD RUMORS!
LOOSE talk may
LOSE LIVES.

DECEASED



William Jackson

June 6, 1892—June 25, 1942

With the passing of "Bill" Jackson the Highway Department lost one of its finer employees. Since his employment in 1919 as a rodmann until his untimely death, Bill always had the happy faculty of making his presence felt by all. That he left so many friends in the Department is a tribute to his personality and character. A student of literature and current events, his lucid analysis of topics made it a privilege to engage in conversation with him.

Bill Jackson was a modest man and a hero. Although he was the possessor of the Distinguished Service Cross and Croix de Guerre with Palms, he was always embarrassed by the mention of either and no one ever heard a recounting of the exploits that led to these awards.

During recent years Bill was in charge of the preparation of State Highway right-of-way maps and drew up the agreements for the acquisition of properties. His accuracy and skill in this work will always remain as a lofty goal for those who succeed him.

Although in poor health for several years as a result of his World War service he was never known to complain. Instead he was far more interested in the troubles of his fellow workers. The passing of Bill Jackson has left a void that can never quite be filled.

Highway Honor Roll

(Continued from Page 2)

McKelvey, Stanley	Army
Mesquien, Julius J.	Army
Meury, Herman J.	Army
Militello, Michael	Army
Morgan, Robert G.	Army
Newmark, Bertine	Army
Osnowitz, George	Army
Petrus, Tony V.	Army
Polastro, A. Joseph	Air Corps
Pignatelli, Angelo	Army
Polcastro, John	Army
Polastrelli, Sante	Army
Pugliese, Gilbert	Army
Rackowski, William J.	Army
Reilly, Charles J.	Army
Ricketti, Frank J.	Army
Rosen, Vincent	Army
Septon, Melvin	Army
Sharp, Herbert	Army
Singer, Richard H.	Army
Smith, Gilbert	Army
Smith, Leonard	Army
Speck, Edward L.	Army
Steffanaci, Leo	Army
Suizzo, Anthony	Army
Sullivan, Frank	Army
Taylor, Elwood	Army
Testa, Paul	Army
Tierney, James	Navy
Trimble, John E.	Army
Troncone, William	Army
Tully, Francis	Army
Walters, Harold	Army
Walley, Alvin	Army
Yates, Albert R.	Air Corps

Projects:

Aiello, Joseph J.	Army
Barrett, John	Army
Chumar, Clarence	Navy
Davis, Paul F.	Army
Faxon, Alfred A.	Army
Forster, Guido F.	Army
Hall, Walter E.	Navy
Higgins, Frank W.	Army
Kraus, George A.	Army
LaBar, Thomas L.	Army
McGarry, John F.	Army
Packer, George S.	Army
Paul, William V.	Army
Sustick, Altem N.	Army
Thomas, John W.	Army

The United States has twenty-three toll highways, the total distance of which is 331 miles. Fifteen, whose combined length is ninety-five miles, are owned by individuals, the longest being the sixteen-mile Hockescher Drive in Duval County, Florida.

Swap Riding Will Help War Effort

Teaming-up Will Save Tires, Gas and Cars

The simplest method of conserving tires, gasoline and automobiles is by "swap riding" or group riding. By this means it is possible to make one car do the work of several. Not only this, but by carrying a carfull of fellow employees one week and then riding with one of them until it is your turn again, you are really doing something worth while for your country.

The Highway employees are well ahead of the Statewide averages in this respect. Recent surveys in New Jersey reveal that the average car only carries 1.8 persons out of a possible 4.6 persons. A survey of those working in or from Fernwood shows that the average car carries 2.2 employees. While this is most gratifying, the capacity of the cars now in use is more than double the amount they are at present carrying. In other words, by grouping up and taking turns in driving to work, half of the present cars in use would be enough. It probably will result in some inconvenience but it will be a swell contribution to make. Remember the boys in the Army are also being "inconvenienced."

Why not work out a plan with three or four other fellows and put it into effect now. When you have it working drop a line to THE HIGHWAY and give us the story. We'll use it.

The Reward of Virtue

Mr. Eugene V. Connert, Assistant to the Commissioner, is a man of high principles. Rather than accept a railroad pass, to which he felt he was not entitled, he purchased a commutation ticket for \$25.65. Now here's the payoff! Somewhere between the time of purchase and the collecting of fares, the brand new commutation ticket disappeared. It has not yet been found. Such is the reward of virtue!

COLEMAN HONORED UPON PROMOTION

One of the unique occasions in the annals of the State Highway Department was the testimonial dinner given in honor of James E. Coleman, Jr., the first Negro to be promoted to the position of foreman in the Department. Coleman, who has made an enviable record for himself in the Maintenance Division, was promoted on the basis of his splendid work record.

As a tribute to him, the Mohawk Lodge of the I. B. O. E. of the World, gave a testimonial dinner to Coleman at the Young Women's Christian Association in Plainfield on the evening of July 2nd. Among the one hundred and thirty guests present were, State Highway Commissioner Miller, State Highway Engineer Logan, Senator Pascoe and Mayor Harvey Linbarger.

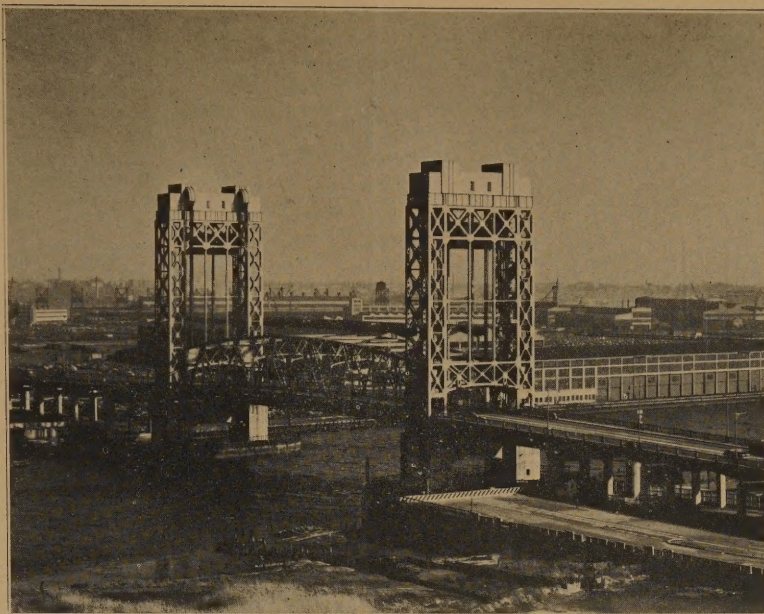
The promotion of Coleman is a pledge that merit will be recognized in the Highway Department irrespective of race, creed or color. Upon no other basis can a great department of the state's business be soundly administered.

SAXON WICOFF DIES

Word of the death of Saxon Wicoff, whose body was found in Sanhican Creek, Trenton, on July 22nd, came as a shock to all who knew him. Wicoff, whose home was in Trenton, had recently completed his third year with the Highway Department. During his employment as a clerk in the Fernwood stock room, he had made many friends both there and in the Trenton office.

"SWAP RIDING" saves rubber — gas and cars.

NEW PASSAIC RIVER BRIDGE



GOODKIND FETED AT TESTIMONIAL

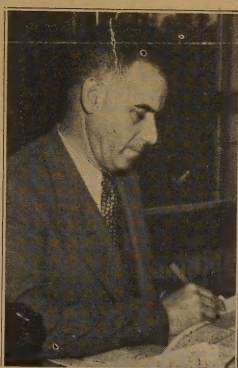
Receives National Award for Passaic River Bridge

On Monday evening, June 29th, members and distinguished guests of the Bridge Division Club gathered at the Trenton Country Club to pay tribute to Morris Goodkind, our Bridge Engineer. The occasion was the awarding of the American Institute of Steel Construction's certificate of award for the most beautiful movable bridge constructed in the United States during 1941. New Jersey's prize winning entry was the new high-level lift bridge over the Passaic River at Kearny.

Sam Rankin, President of the Bridge Division Club opened the festivities by introducing as master of ceremonies, L. C. Peterson, chief draftsman of the Bridge Division. "Pete" in turn carried on in a manner reminiscent of Lum and Abner of radio fame as he presented each speaker.

The principal speaker of the evening was State Highway Commissioner Spencer Miller, Jr., who lauded Mr. Goodkind, saying, "It is a good thing to come together to honor one who has the ability to create, to build, to add to those things of enduring excellence. For these belong to our civilization, they belong to the

future of our world! Morris Goodkind, we are proud of you." The commissioner further paid tribute to the employees of the Bridge Division for their high morale and efficiency as attested



MORRIS GOODKIND

to, not only by this award but by previous awards.

In addition to the certificate awarded Morris Goodkind, Mr. F.

H. Frankland, acting on behalf of the American Institute of Steel Construction, presented certificates to Commissioner Miller for the State Highway Department; S. J. Ott representing the American Bridge Company, the erectors of the steel and to Henry C. Tammann of the firm of Howard, Needles, Tammen and Bergendoff, consulting engineers on this outstanding bridge.

Among the distinguished guests attending the testimonial were: James Logan, former State Highway Commissioner E. Donald Sterner, Eugene V. Connert, Professor James K. Finch of the Columbia University School of Engineering from which Mr. Goodkind was graduated in 1912 and A. Lee Grover.

Governor Edison, who was unable to attend, extended through Commissioner Miller his "heartly congratulations" to Mr. Goodkind. In replying to this and the prize award, "Goodie" said, "I accept these tributes on behalf of the men of the Bridge Division."

The committee in charge of the arrangements consisted of: Chairman John J. Koffler, Lawrence C. Peterson, Arthur J. Lichtenberg, George A. Heffernan, Wilbur H. Spencer and John F. Evans, Jr.

BRIDGE CLUB A MORALE BUILDER

Organization Completes Eleventh Year

When Morris Goodkind, in February 1930, wrote an article for Engineering News Record outlining the departures from ordinary procedure in the construction of the Raritan River Bridge on Route 25 near New Brunswick, he little realized that it was the first in a series of events destined to play an important part in employee relations, employee morale, employee coordination, departmental recognition and signal honors for the Bridge Division.

With the proceeds of this article, the Bridge Division held their first get-together. Several informal gatherings followed and on October 23, 1931, the Bridge Division Club was formed for the purpose of bringing together the men of the office and field at more frequent intervals. Mr. Goodkind was elected as its first president.

The success of these meetings was so encouraging that soon

bridge contractors were invited to participate in many of the functions. In this manner, a better understanding was fostered between the designers, draftsmen, inspectors and those who actually built the bridges.

As the club grew older, a welfare committee was formed. Through this medium it was possible to send an ill fellow-employee, flowers, fruit, cigars or cigarettes, while on other occasions, a friendly visit was paid. The club also has generously contributed to such organizations as the Red Cross and U.S.O. Even the Department softball team has felt a little encouragement aimed their way.

From time to time meetings were held and the problems of the office and field were discussed at length and suggestions received and adopted. Motion pictures of Departmental construction and talks were incorporated in these meetings. In this manner it was possible to solve many problems in a genial manner and in pleasant surroundings.

The annual outings of the

Bridge Division Club have become famous, both for their size, which has reached nearly five hundred people, and for the sumptuous manner in which they were conducted. At these affairs, which frequently lasted well into the night, friendships were formed which reached far beyond the confines of the Bridge Division.

More recently the club sponsored a dinner for Morris Goodkind at the Trenton Country Club at which prizes were awarded to Mr. Goodkind and the Highway Department for constructing the most beautiful lift bridge in America during 1941. Since this is but one of several awards received by the Bridge Division, there can be no doubt concerning the role played by the club in building a fine morale.

This organization is probably unique in the annals of state government. Looking back over their activities and growth during the past eleven years, it is evident that they have "something on the ball." They have blazed a trail others might well follow.

A. J. L.

New Jersey Bridges Have Won In Past

Although great honor has come to the Highway Department as a result of the Passaic River Bridge Award, this is not the first time New Jersey has led the parade. In past years it has been our lot to win more recognition through the surpassing beauty of our bridges than any other state.

National attention was first focused upon New Jersey bridges in 1930. In that year the College Bridge on Route 25 over the Raritan River near New Brunswick received the Phebe Hobson Fowler prize of the American Society of Civil Engineers for its outstanding architectural merit.

This feat was followed two years later by another outstanding achievement. In that year the American Institute of Steel Construction first prize was awarded the now famous Pulaski Skyway. In 1933, making three wins in four years, the Shark River Bridge, between Belmar and Avon on Route 4, finished in front by winning the A. I. S. C. first award among bridges costing between \$250,000 and \$1,000,000.

In addition to these first prizes, the State Highway Department received honorable mention in 1933 for the Shrewsbury River Bridge on Route 36 between Highlands and Seabright.

Wage Adjustment For Laborers

Mr. Connert reports success in getting the approval of the Civil Service Commission and the Finance Commissioner for Commissioner Miller's order adjusting the Basic Hourly Rate of Laborers. Here are the facts concerning these adjustments:

In some counties (see list below) the base rate for labor has been fifty cents an hour while in other counties the base pay has been fifty-five cents an hour. Effective June 29th and being retroactive to that date, the basic rates in all counties will be raised five cents an hour.

The only men who will be affected by this order are the ones who are now receiving the minimum rate for the county in which they reside. These are the men who at present are receiving fifty cents an hour in a fifty-cent county and those who are receiving fifty-five cents an hour in a fifty-five-cent county. This is the group which Commissioner Miller considers as working for substandard wages. No one else will get the benefits of this wage adjustment. The men who are at present receiving more than the minimum rate will continue to receive the same hourly rate as previously.

The new rate will amount to approximately nine dollars a month more for those coming under the provisions of the order.

List of Counties and labor rates paid prior to June 29, 1942.

Atlantic	50c
Bergen	55c
Burlington	55c
Camden	50c
Cape May	50c
Cumberland	50c
Essex	55c
Gloucester	55c
Hudson	55c
Hunterdon	55c
Mercer	55c
Middlesex	55c
Monmouth	55c
Morris	55c
Ocean	50c
Passaic	55c
Salmon	55c
Somerset	55c
Sussex	55c
Union	50c
Warren	55c

A PROLIFIC WRITER

In scanning over the first issue of the former State Highway publication, "The Highwayman"—which incidentally was published twenty-one years ago this month—we ran across an article by Harry D. Robbins entitled, "Highway Drainage." Quite coincidentally Harry has contributed to this, the first issue of "THE HIGHWAY." His verse appears elsewhere.